

ADE Educator Retention and Recruitment Taskforce

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Arizona Business and Education Coalition
January 29, 2016

Taskforce Members

- School Districts
 - Tucson, Peoria, Laveen, Phoenix, Creighton, Dysart, Gilbert, Cave Creek, Higley, Lake Havasu, Balsz, Washington, Humboldt, Madison
 - Post- Secondary
 - ASU, U of A, GCU, Rio Salado CC, NAU-Yuma, Glendale CC
 - ADE
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Taskforce Members

- Stakeholder groups
 - AdvancED
 - Arizona K-12 Center
 - AZ Teach
 - Expect More Arizona
 - GPEMC
 - Rodel Foundation
 - Social Venture Partners of AZ
 - SOS AZ
 - TNTP Teaching Fellows
 - Tucson Values Teachers
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Assumptions

- **Arizona's economy cannot flourish without an educated workforce.**
 - **Without an effective teacher in every Arizona classroom and an effective principal in every school, it is unlikely that all other education reform efforts will succeed.**
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Data – Teacher Shortage

- Teachers report leaving for other careers with higher compensation
- In August 2015, 82% of 108 reporting districts noted openings compared to 62% in August 2014.
- 24% of current education workforce is eligible to retire within the next 4 years
- 46% of new teachers leave within 4 years nationally
- 24% of first year and 20% of second year teachers left the profession in Arizona

- Survey data from ASA, ADE, ASRS

Data – Economic Impact

- Cave Creek USD
 - FY2014 study showed contribution of 888 jobs and \$58 million in overall economic activity
 - Graduating class of 2014 will earn over \$3 million annually and \$147 million by age 65
 - Graduates of 2014 will have income tax earnings by age 65 of \$4.9 million

- Arizona Rural Policy Institute (2015)

Data – Economic Impact (cont.)

- Flagstaff USD

- FY2011 study showed contribution of nearly 1800 jobs and approximately \$132.3 million in overall economic activity
- Graduating class of 2011 at Flagstaff's two high schools will earn an additional \$321 million between the ages of 18 and 65
- Over their working lives, graduates from the past 20 years should earn \$8.5 billion
- Graduates of 2011 will have income tax earnings by age 65 of \$13.6 million

- Arizona Rural Policy Institute (2015)

Data – Economic Impact (cont.)

- Lake Havasu USD
 - FY2014 study showed contribution of 1037 jobs and \$58 million in overall economic activity
 - Graduating class of 2014 will earn \$2.6 million annually and over \$1 billion by age 65
 - Graduates of 2014 will have income tax earnings by age 65 of \$4 million

- Arizona Rural Policy Institute (2015)

Data - Salaries

- Average beginning Arizona teacher salary is
 - Small district \$31,699 (81/86 districts reporting)
 - Medium district \$32,813 (61/64 districts reporting)
 - Large district \$34,522 (49/50 districts reporting)
 - MIT study found
 - office and administrative support \$32,900
 - business and financial \$60,020
 - healthcare \$67,000
 - Architecture and engineering \$72,100
 - legal \$73,210
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Data – Salaries (cont.)

- National teacher salary average is \$54,000
 - Average Arizona teacher salary is \$46,358
 - Average teacher salary in:
 - Oregon is \$57,612
 - Washington is \$52,234
 - California is \$69,324
 - Nevada is \$55,957
 - Average Phoenix teacher salary is \$47,230
 - Average Tucson teacher salary is \$38,240
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Data – Salary Inflation

	2004*	2013**	% Change
Minimum Wage	\$5.15	\$7.90	53
Psychology	\$25,032	\$37,200	49
Marketing	\$36,071	\$51,900	44
Finance	\$40,596	\$58,100	43
Liberal Arts	\$30,153	\$43,200	43
Nursing	\$37,253	\$52,000	40
Computer Engineering	\$53,117	\$70,300	32
Chemical Engineering	\$52,563	\$66,900	27
Accounting	\$42,045	\$53,500	27
Starting Teacher Salary	\$26,711	\$32,073	20

Data – Cost of Teacher Turnover

- U.S. average cost estimated at \$2.2 billion per year
- District cost estimated at \$9,600 per teacher
- High poverty schools experience turnover rate of 20% which is 50% higher than more affluent schools.

- Alliance for Excellent Education, 2014

Recommendations – Policymakers

- Publicly acknowledge the **value of the teaching profession** and the critical need for **effective teachers in all Arizona classrooms**.
 - **Increase K-12 funding** to address teacher compensation issues and make Arizona competitive in the marketplace.
 - **Support the Title 15 review** to reduce the administrative burden on LEAs.
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Recommendations – Parents and Community Members

- Implement **teacher appreciation** and **action coalitions** (e.g., Tucson Values Teachers, Arizona Parent Network).
 - **Support educators** – 98% of parents are satisfied with their teachers and schools as reported in the 2015 annual Title I surveys on parent satisfaction.
 - Speak with **legislators on education issues** (e.g., students have too many substitute teachers).
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Retention

Recommendations - Educators

- Commit to building the **best possible work environment** for educators.
 - Develop and fund **high quality structured induction (sustained, multi-year mentoring)** programs for new educators.
 - Arrange budget priorities to provide job-embedded, on-going, focused, relevant **professional development** for both **teachers and principals**.
 - Provide opportunities for **teacher leadership** without leaving teaching.
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Retention

Recommendations - ADE

- Collect and disseminate annual **data related to teacher retention**
 - Provide **technical assistance**, professional development resources and targeted support
 - **Principal and aspiring principal programs**
 - **Teacher leader opportunities**
 - **Beginning teacher induction and mentoring programs**
 - Publish state and national **best practices**
 - Collaborate with statewide organizations to publicize outstanding educators to help **elevate respect for the profession**
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Recruitment

Recommendations - Educators

- Review current **salary/benefits packages** – understand competition and identify local advantages
 - Describe how **educators are supported** throughout their career and what **advancement opportunities** are provided in your district.
 - Develop/expand an internal system to "**grow your own,**" including partnering with higher education, and encourage instructional aides and substitute teachers to investigate what would be needed for certification.
 - Develop **high school programs** such as Educators Rising to encourage students to evaluate the field of education as they review their options for post-secondary studies.
 - Be strategic in **recruitment efforts** – advertise on the ADE website, attend career fairs, and form regional consortiums to support recruitment efforts.
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Recruitment Recommendations - ADE

- Implement an **online certification system**
 - Review and **streamline certification** requirements
 - Develop and share a **best practices** repository
 - Track **teacher preparation** pipeline
 - Facilitate dialogue **between K-12 and preparation programs** to enhance quality preparation
 - Research what **other states are doing**
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ERR Task Force Initial Report January 2015

- <http://www.azed.gov/wp-content/uploads/2015/02/err-initial-report-final.pdf>

ERR Task Force Second Report January 2016

- <http://www.azed.gov/public-relations/files/2016/01/az-educator-retention-and-recruitment-second-report.pdf>
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